

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

HRSA (and below)

For 1st Quarter FY-2021 for period ending December 31, 2020

2021 Comparative Data

Complaint Activity	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Fiscal Year 2019	Fiscal Year 2020	2021 Thru 12-31
Number of Complaints Filed	15	14	16	10	7	0
Number of Complainants	15	14	16	10	7	0
Repeat Filers	0	0	0	0	0	0

Comparative Data

Complaints by Basis <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Fiscal Year 2019	Fiscal Year 2020	2021 Thru 12-31
Race	3	6	5	5	4	0
Color	0	3	1	1	0	0
Religion	0	0	2	0	0	0
Reprisal	9	5	9	5	6	0
Sex	2	5	6	2	2	0
PDA	0	1	0	0	0	0
National Origin	2	0	3	0	2	0

Comparative Data

Complaints by Issue <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Fiscal Year 2019	Fiscal Year 2020	2021 Thru 12-31
Reprimand	4	1	1	0	0	0
Suspension	1	1	2	0	0	0
Removal	1	0	0	2	1	0
Other	0	0	0	0	1	0

Comparative Data

Complaints by Issue <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Fiscal Year 2019	Fiscal Year 2020	2021 Thru 12-31
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	3	1	3	1	2	0
Examination/Test	0	0	0	0	0	0

Comparative Data

Complaints by Issue: Harassment <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Fiscal Year 2019	Fiscal Year 2020	2021 Thru 12-31
Non-Sexual	7	7	9	8	3	0
Sexual	0	0	1	0	0	0

Comparative Data

Complaints by Issue <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Fiscal Year 2019	Fiscal Year 2020	2021 Thru 12-31
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0
Promotion/Non-Selection	1	1	2	0	0	0

Comparative Data

Complaints by Issue: Reassignment <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Fiscal Year 2019	Fiscal Year 2020	2021 Thru 12-31
Denied	1	0	0	0	0	0
Directed	1	0	0	0	0	0

Comparative Data

Complaints by Issue <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Fiscal Year 2019	Fiscal Year 2020	2021 Thru 12-31
Reasonable Accommodation	4	5	2	1	1	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	1	2	0	0	0	0
Terms/Conditions of Employment	0	2	0	1	0	0
Time and Attendance	2	0	1	0	0	0

Comparative Data

Complaints by Issue <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Fiscal Year 2019	Fiscal Year 2020	2021 Thru 12-31
Training	1	0	0	0	0	0
Telework	0	2	0	0	0	0

Comparative Data

Processing Time Complaints pending during fiscal year	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Fiscal Year 2019	Fiscal Year 2020	2021 Thru 12-31
Average number of days in investigation	205.74	195.82	287.50	273.91	284.10	268.00
Average number of days in final action	127.00	99.67	0	107.33	138.00	90.00

Comparative Data

Processing Time Complaints pending during fiscal year where hearing was requested	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Fiscal Year 2019	Fiscal Year 2020	2021 Thru 12-31
Average number of days in investigation	230.36	203.83	300.50	245.50	303.00	266.00
Average number of days in final action	0	94.00	0	23.00	12.00	0

Comparative Data

Pending Complaints Filed in Previous Fiscal Years by Status	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Fiscal Year 2019	Fiscal Year 2020	2021 Thru 12-31
Total complaints from previous Fiscal Years	13	13	10	18	19	23
Total Complainants	13	13	10	18	19	23

Comparative Data

Pending Complaints Filed in Previous Fiscal Years by Status: Number Complaints Pending	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Fiscal Year 2019	Fiscal Year 2020	2021 Thru 12-31
Investigation	0	0	0	1	0	0
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	11	13	8	14	16	18
Final Agency Action	2	0	1	3	2	3
Appeal with EEOC Office of Federal Operations	0	0	1	1	0	1

Comparative Data

Complaint Investigations	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018	Fiscal Year 2019	Fiscal Year 2020	2021 Thru 12-31
Pending Complaints Where Investigations Exceed Required Time Frames	0	1	1	1	0	0